

20-21

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wipro

APPOINTMENT LETTER

April 20, 2022

Dear RAJ BORSE,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:


You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_template_2022&user=22736874&item=65... 1/11


Prof.(Dr.) Sahebrao B. Bagal
 Principal

Late G. N. Sapkal College of Engineering
 Anjaneri, Nashik-422 212



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ESDS SOFTWARE SOLUTION LIMITED

Registered Office: Plot No. B- 24 & 25, NICE Industrial Area,
Satpur MIDC Rd, Nashik, Maharashtra 422007.

Toll Free: 1800 209 3006 | Email: getintouch@esds.co.in



Date: 15th May.2022

To,
Mr. Rishikesh Kode
Sub: - Confidential - Letter of Offer

Dear Rishikesh,

Welcome to ESDS Software Solution Limited!

At ESDS Software Solution Limited, Passion, Execution, Quality and Customer Delight are not just a destination but a journey in which every employee contributes significantly. We invite you to be part of this inspiring journey:

This has reference to your application and personal interview with us; we are pleased to offer you as Jr. Technical Associate in Technical Department at our Nashik office. Your total annual cost to the company CTC will be Rs.2,50,000/- all Inclusive. Tax will be deducted as per government norms.

Please note that the compensation details are strictly confidential between you and the Company and should not be divulged to anyone.

We expect you to join us on or before 15th May 2022 Please note that this offer is valid subject to your acceptance communication to us latest by 15th May 2022.

Please note that if you do not report on duty on 15th May 2022, this offer stands invalid and withdrawn.

Please note that company may conduct your background check/reference check from your previous employers and if any report and reference has been found negative, disciplinary action will be taken including termination of services.

We welcome you to the organization and look forward to a long term association with us.

Yours truly,

For ESDS Software Solution Limited,

Mr. Akshay Sanjay Joshi
Dy. General Manager - HR

I agree and accept employment and report on duties on or before 15th May 2022.

Name and signature

Date:

Prof.(Dr.) Sahebrao B. Bagai
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213



Date : 21-Dec-22

Name : NEHA SHIVAJIRAO SHELKE
Address : AT.PACHOD,TQ. PAITHAN,DIST. AURANGABAD,431121
Employee Code : AS582310

Dear NEHA SHIVAJIRAO SHELKE,

APPOINTMENT LETTER

We are pleased to appoint you in our organization as JUNIOR RELATIONSHIP OFFICER (Grade – E1) in the RETAIL ASSETS MORTGAGE AFFORDABLE HL BRANCH - RO-TL department subject to the following terms and conditions:

1. You are required to join our organization on or before 26-Dec-22 and your place of work shall presently be at AURANGABAD


You will be on orientation period till Probationary.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite timeline schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed, and reviewed on case-to-case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Quess.

2. Your remuneration would be set as follows:

Salary Annexure (Per - Month)

Particulars	Monthly (Rs)	Annual (Rs)
Basic	6212	74544
House Rent Allowance	3106	37272
Special Allowance	2231	26772
Gratuity	299	3588
Employer PF Contribution	1283	15396
ESIC Employer	449	5388
Mobile Allowance	500	6000
Bonus	1750	21000
Total Amount	15830	189960
Amount In Words (Rs)	Rupees Fifteen Thousand Eight Hundred Thirty Only	Rupees One Lakh(s) Eighty Nine Thousand Nine Hundred Sixty Only


Prof.(Dr.) S. Mahabir B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 212.



A ENTERPRISES		DIVGI TORQ TRANSFER SYSTEMS PVT. LTD.			JUNE =2022
AN NO	ESINO	PF No. : MH/33460/ 162419	NAME OF THE EMPLOYEE		
102223735	3313858581		MUKESH P PRAJAPATI		
Hours	10.5	Basic rate & Allowance	7100	Provident Fund	1484
Days	30.00	House Rent Allowance	618	ESI	114
Days	30.00	SPL. ALLOW.	5264	PT	200
		Over Time	1082	ADV	0
		L.W. A	618	SHOES	0
		Attn Allow	500	SHIRT	0
				LWF	12
GROSS SALARY			15182	NET SALARY	1810
					13373



Dr. Bagal
 Prof.(Dr.) Saltebrao D. Bagal
 Principal
 Late G. N. Sapkal College of Engineering
 Anjaneri, Nashik-422 213

भारत इलेक्ट्रॉनिक्स
भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS
QUALITY. TECHNOLOGY. INNOVATION.
(A Govt. of India Enterprise, Ministry of Defence)



YOGESH SANJAY WAGH

TE.No : 411140

Category : TE

SBU : EM

A handwritten signature in black ink, appearing to be 'Surya'.

Head of Security

A handwritten signature in black ink, appearing to be 'Yogesh'.

Holder's Signature



UNITED CIIGMA HOSPITALS HEALTHCARE PRIVATE LIMITED

CIN: U85110MH2016PTC279990

Registered Office Address: S No 10, Plot No 6 7 33 to 36, CTS No 16037, Shahanoorwadi, Dargah Road, Aurangabad, Maharashtra, INDIA - 431001

Tel 0240-2366678, Fax 0240-6676767

Email: contact@unitedciigma.in, Website: www.ciigmagroup.org



Mr. Pravin Sadashiv Sonwane
NDEMALA DHATRIKPHATA ADGONSHIWAR
NASHIK,
MAHARASHTRA-431001

Date: 01/08/2023

Letter of Appointment

Dear Pravin Sadashiv Sonwane

Congratulations and welcome to **QUALITY CARE INDIA LIMITED.**

We are pleased to offer you employment as **ENGINEER** in **UNITED CIIGMA HOSPITAL HEALTHCARE PVT. LTD.** on the following terms and conditions set forth in this letter of appointment. You will report to the **BIOMEDICAL MANAGER, UNITED CIIGMA HOSPITAL HEALTHCARE PVT. LTD.**

1. Duties

Subject to the terms and conditions of employment set out in this Letter, you shall commence employment as **ENGINEER** in **BIOMEDICAL SERVICES** with the Company with effect from **7/1/2021**. The terms of this Letter will be reviewed at the end of each 12-month period and may be amended at the discretion of the Management.

You will apply your best degree of professional, technical and administrative skills, efforts, attention and experience and will work diligently and efficiently. You will evidence care and economy in the use of office equipment and supplies, and will at all times loyally, faithfully and industriously promote the business and interests of the organization and perform such related duties and responsibilities as may be prescribed from time to time.

2. Place of Work

Your place of work shall be **UNITED CIIGMA HOSPITAL HEALTHCARE PVT. LTD.**. However, the Company reserves the right to depute/transfer you to any establishment, subsidiary, branch, unit, section, department or division of the Company or its affiliates (in each case, that now exists or may be set up in future) within India. Upon such transfer to another location, you shall be governed by the policies of the company.

UNITED CIIGMA HOSPITALS HEALTHCARE PRIVATE LIMITED

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Shahanoorwadi, Dargah Road, Aurangabad, Maharashtra, INDIA – 431001

Tel 0240-2366678, Fax 0240-6676767

Email: contact@unitedciigma.in, Website: www.ciigmagroup.org



3. Grade and Salary

You will be in grade **G2** and your **Total CTC will be INR Rs. 273600/- per annum**. On the basis of your performance and subject to employment being valid as on the date and subject to deduction of taxes as per the applicable laws

Details of salary shall not be divulged to any other employee / associate of the Company.

Further, you agree that:

- (a) you shall not be entitled to any additional compensation in case of loss of office due to any transaction involving a merger, demerger, spin-off, amalgamation, consolidation, restructuring, takeover, change in shareholding and / or change in control of the Company;
- (b) the Company is entitled to deduct from your salary (or from any other sum paid, or payable, to you), social security / provident fund contributions and / or any other sum which the Company is, or may be, required to deduct as per applicable laws;
- (c) you shall be entitled to gratuity as per the Payment of Gratuity Act, 1972 or the Company's gratuity scheme; and
- (d) Your contributions, and the Company's contributions, towards the statutory provident fund, will be made in accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

4. Allowances and Perquisites

Other monthly/ annual allowances, reimbursements, benefits and perquisites if any, applicable to you are in the annexure to this letter.

Your total compensation will be reviewed as per company's policy.

5. Probation

You will be on probation for the 6 months of service with the organization. The organization may waive, reduce or extend the probation period at its discretion. The probation period shall cease automatically on successful completion of six months and only a change in the probation period, if any, shall be communicated to you in writing.

6. Work Rules

You shall be governed by, at all times, the policies, procedures and rules of the organization, the terms specified in this letter and any other terms and conditions as communicated separately through any written communication. Further, the organization may modify or change such policies, procedures or roles as and when the need arises and any such change shall be enforced only after the same is informed to you.

UNITED CIIGMA HOSPITALS HEALTHCARE PRIVATE LIMITED

CIN: U85110MH2016PTC279990

Registered Office Address: S No 10, Plot No 6.7.33 to 36, CTS No 16037, Shahanoorwadi, Dargah Road, Aurangabad, Maharashtra, INDIA – 431001

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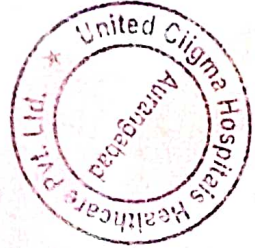
16. Commencement of duties

Should you wish to accept the terms of employment as offered, you are requested to sign and return the duplicate of this Letter to us no later than one week from issue of this Letter to you.

We look forward to your acceptance of the terms of employment and to your tenure with the Company under the conditions of employment mentioned to you in this Letter.

For UNITED CIIGMA HOSPITAL HEALTHCARE PVT. LTD.,

Manoj Roy
Mr. Manoj Roy
HCOO



Acceptance of Terms & Conditions of Service

I hereby: (i) undertake to conform with the Company's policies, rules and regulations (both, now in force and as may be amended from time to time); and (ii) agree to abide by the terms and conditions set out in the Letter above. | agree that all such provisions shall be deemed to have been incorporated into my terms of employment. | agree that | will give any undertaking, enter into any service contract, and / or provide any declaration, which might be required during my employment with the Company. | have read and fully understood the terms and conditions of this Letter in a clear and coherent manner. | have had the opportunity of obtaining legal advice in connection with this Letter, and on the basis of such advice, | have made a well-informed decision to enter into employment as **ENGINEER** in **BIOMEDICAL SERVICES** with the Company, in accordance with the terms and conditions of this Letter.

Signature: *PS*

Name: Pravin Sadashiv Sonwane

Date: 01/08/2023

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**SHASHANK
RAJPUT**

Emp. No:

39284

Exigency

8275589425

Blood Group

NA

DOB

19/10/1991

DOJ

19/07/2019

DATAMATICS

 **AURUS**[®]

Aurus Tech Pvt. Ltd.



Pravin Deore

Employee #002423

A+ve

 **Plot No. G-2, Sector 26, Pradhikaran
Nigdi, Pune, Maharashtra 411 044**

 **+91 20 2765 5062**



www.aurusinc.com



GROSS SALARY SHEET

Annexure 1

Name	Tushar Raju Bhoyar
Designation	Assistant System Engineer-Trainee
Institute Name	Kalyani Charitable Trust'S Late G.N.Sapkal College Of Engineering, Nashik

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TC SL/DT20229643454/Mumbai
Date: 19/02/2022

Mr. Tushar Raju Bhoyar
House No. 36 , Parijat Colony Lane No. 5,
Karve Nagar,
Pune-411052,
Maharashtra.
Tel# -

Dear Tushar Raju Bhoyar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Ms. Diksha Arun Kharat
Pune

SUBJECT: LETTER OF APPOINTMENT

Dear Ms. Kharat,

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. June 13, 2022 on the following terms & conditions:

1. **Designation:**

You will be designated as Research Analyst Data Practice in the Email Verification Department.

2. **Place of Posting:**

You will be posted in our office at On Direct Marketing Services LLP, Pune. You are liable to be transferred to any other Department, Unit, Post or place either in existence or to be set up / established/ opened in future either in India or abroad. You are also liable to be sent on deputation for service at any station or in any company, in which ON DIRECT MARKETING SERVICES LLP or any of its subsidiary companies have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you. Non-Compliance of the transfer order shall be an act of misconduct.

3. **Grade:**

You will be placed in Grade E1 as per the structure of the company.

4. **Remuneration:**

Your monthly compensation details and leave benefits are enclosed in Annexure - A, Page no. 6.

(i) **PF Contribution :**

A sum equal to 12% of your Basic Salary subject to a minimum of Rs. 1800.00 would be deducted each month towards your contribution towards Provident Fund and a matching contribution towards Provident Fund and a matching contribution as per prescribed rates under The Employees Provident Fund and Miscellaneous Provisions Act 1952 of your Basic Salary would be contributed by the company.

Professional Tax : Professional tax will be applicable as per government rules.

(ii) **Gratuity**

You will be eligible for the payment of gratuity in accordance with the provisions of Payment of Gratuity Act, 1972, as and when applicable; upon completion of 5 (five) years of continuous service with us. The amount of gratuity will be equivalent to (15) fifteen days Basic salary last drawn for each completed year of service. To be more specific gratuity shall be paid in accordance with the

Synechron



PRASHANT BACHHAV

EMP ID

77645

EMERGENCY CONTACT NO.

+91-20-40262300

www.synechron.com